

Present:			Apologies:
Welsh Government: Martin Mansfield Chantelle Jenkins Emma Coles Annie Jones Sara Whittam Gillian Knight	NHS Wales Employers: Pushpinder Mangat Claire Roche Alison Ramsey Nicola Prygodzicz Alex Howells Hywel Daniel Sarah Simmonds Julie Rogers Janice Aspinall Rachel Gibbon Will Oliver Andrew Davies Sue Green Huw George	Trade Unions: Nicky Hughes - RCN Caroline Hurley - SOR Nathan Holman - GMB Jonathan Strachan-Taylor - GMB Steve Austin - BDA Laura James - RCN Richard Munn - Unite Steve Austin - BDA Nadia Probert - UNISON Stefan Sense - UNISON Dawn Ward - UNISON Tanya Bull - UNISON Iona Collins - BMA Lucy Merredy - BMA Adam Morgan - CSP Alison Pawley - Unite Peter Hewin - BAOT Louise Wright - CSP	Gareth Hardacre – NHSWSSP Karen Fitzgibbon – Public Health Wales Andrea Thomas – NHS Wales Employers Neil Lewis – Public Health Wales Gareth Evans – Betsi Cadwaladr UHB Judith Paget – Welsh Government Helen Arthur – Welsh Government Amber Courtney – Welsh Government Angharad Steele – Welsh Government Nicola Milligan - RCN Ruby Miller – BAOT
			Secretariat
			Rob Bailey

1.	Welcome/Introductions	Actions
	Nicky Hughes (NH) welcomed everyone to the meeting.	
2.	Current Position	Actions
	Emma Coles (EC) provided an update regarding the Current Position from Judith Paget who gave apologies to the Full Welsh Partnership Forum which was as follows: <ul style="list-style-type: none"> A whole system approach will be required with expectations of primary, community planned, social and urgent services to enhance capacity during predicted periods where demand on services is likely to increase. 	ACTION – Emma Coles to circulate the update from Judith Paget regarding the current position to the members of the Welsh Partnership Forum (written

	<ul style="list-style-type: none"> • Health Boards and Trusts have been asked to follow through on a series of resilience actions to support Winter Planning, this is being supported by the Six Goals Programme, primary Care programme and Further Faster. • The Six Goals programme is focusing on key areas given evidence that care home residents are proportionately more likely to need an ambulance response, be transported to hospital and stay longer periods in a hospital bed. • A further £8.24m has been made available through the Further, Faster programme to enable the delivery of priority actions to enhance community capacity to prevent admission and support discharge. • All health boards are expected to have capacity plans which are responsive to predicted surges in demand across paediatrics, critical care and general medicine services. • In August 2023, the number of pathways waiting for over two years reduced again by 2.3% when compared to the previous month – this is the 17th consecutive month that this figure has fallen – and is now 61.6% lower than the high of March 2022. And demonstrates that good progress is being made towards this target. • The Minister stated that the aims and intentions of A Healthier Wales remain valid but gave a commitment to review the actions within this. • In July the Minister for Health and Social Services announced that she was putting in place a task and finish Ministerial Advisory Group which will reflect on the current governance structures within NHS Wales, provide a view about whether accountabilities are clear and appropriate, and advise on any recommendations necessary to strengthen them. • On 8th November she released a written statement to announce the group members. The group will report back to the Minister by the end of March 2024 • The NHS Wales Executive is now in Phase 2 of the programme. The transfer of Improvement Cymru and the proposed transfer of the Strategic Programme for Primary Care and National Programme for Urgent Emergency Care (6 Goals) which are currently hosted by Public Health Wales NHS Trust (PHW) form part of Phase 2. • A key part of Phase 2 is the delivery of robust organisational development and organisational design work for the NHS Wales Executive. The aim is to develop the NHS Executive Senior Leadership Team and the HSSG Executive Director Team as the collective system leadership in NHS Wales. <p>It was requested that a written current position update from Judith Paget be circulated to the Welsh Partnership Forum in advance of future meetings.</p> <p>It was requested that further information regarding the trade union involvement in the MAG T&F group regarding governing structure of NHS Wales be circulated to members of the Welsh Partnership Forum.</p>	<p>updates to be provided in advance of future meetings).</p> <p>ACTION – Emma Coles to provide information regarding trade union involvement in the MAG T&F group regarding structure of NHS Wales.</p>
3.	<p>Implementation of the Social Partnership and Public Procurement (Wales) Act</p> <p>Neil Surman (NS) provided a verbal update regarding the implementation of the Social Partnership and Public Procurement (Wales) Act 2023. The First Minister had written to social partners seeking nominations for membership of the statutory Social Partnership Council (SPC). The function of the SPC would be to advise Welsh Ministers on:</p> <p>(a) the social partnership duties which the Act imposes on public bodies and the Welsh Ministers; (b) the pursuit of the <i>A Prosperous Wales</i> well-being goal by public bodies when carrying out sustainable development under the WFG Act; and</p>	Actions

	<p>(c) the socially responsible public procurement functions conferred on contracting authorities and the Welsh Ministers by the Act. The SPC would meet for the first time in early 2024. The Social Partnership Act had amended the Wellbeing of Future Generations Act so that the <i>A Prosperous Wales</i> well-being goal now referred to “fair work” in place of “decent work”. In relation to the socially responsible procurement duties set out in the Act, work was under way to develop statutory guidance by the end of 2024 to assist public bodies in Wales in implementing the new requirements. The Act as a whole had been developed in social partnership and the same approach would underpin implementation of the legislation going forward.</p> <p>The Welsh Partnership Forum was supportive of the principles of the proposed legislation and noted an interest in the sessions to develop this legislation.</p>	
4.	CPD Strategy	Actions
	<p>Charlette Middlemiss (CM) provided a presentation on the development of the CPD strategy. The process to date has involved stakeholder engagement which has informed the development of the principles. There has been an internal working group with professional leads supported by an academic. There has been a second engagement event in July 2023 and the strategy has been discussed at HEIW’s stakeholder reference group, SNWIP, Executive Peer groups and it will now be out for wider consultation in December 2023. The benefits of CPD were noted such as an increase in staff retention, a flexible workforce and a workforce that feels valued. The challenges noted mentioned an over-reliance on the traditional approach to CPD, CPD being undervalued in high-pressure environments and inconsistencies in the approach to protected time for CPD. The Welsh Partnership Forum were supportive of the CPD Strategy and suggested the ways in which it could be implemented.</p>	
5.	Delivery of 2022/24 Collective Agreement	Actions
	<p>Martin Mansfield (MM) provided an update on the delivery of the 2022/24 Collective Agreement. It was noted that it had been agreed in partnership that there would be a more flexible approach to the agreement in terms of specific delivery dates but the commitment to delivering on the wording of the agreement within the financial year was reiterated. Each meeting of the business committee is focusing on three specific non-pay items, where there will be an overview on the progress of each element. It was noted that LPF chairs will be asked to complete a stocktake to inform the Welsh Partnership Forum of best practices and challenges they have on delivering the pay agreement.</p> <p>It was also noted that a narrative communication on progress would be developed for the milestone review to be held at the 19 December T&C Business Committee and this would then be available to cascade within organisations and published on the Welsh Partnership Hub.</p> <p>Some concerns were raised by TU colleagues regarding the time taken to implement elements of the workplan.</p>	<p>ACTION – Tripartite leads to develop a narrative communication on progress for the milestone review to be held at the 19 December T&C Business Committee and cascaded within organisations and published on the Welsh Partnership Hub.</p>
6.	NHS Staff Survey Response Rate Update	Actions
	<p>Fahmin Khanum (FK) provided an update on the NHS Staff Survey stating the staff survey closes on the 30th of November 2023. HEIW have developed a learning log looking at how to improve the staff survey in future years. It was noted that staff from different backgrounds will respond differently to the survey. FK encouraged Full Welsh Partnership Forum members to promote the staff survey through their networks. There was a discussion regarding the staff survey with some querying whether the some of the survey questions may create negative responses, whether it should have been shorter, as well as concerns regarding maintaining responder anonymity.</p>	

	FK noted that there is a trade-off if the survey was shorter there would not be enough detail to the data derived from the meeting and assured the WPF that no survey responders would be traceable.	
7.	Anti Violence Collaborative	Actions
	Jonathan Webb (JW) & Gareth Lewis (GL) gave a presentation on the Anti-Violence Collaborative. The presentation highlighted that NHS Staff are highly likely to face violence and abuse in the workplace. The Anti-Violence Collaborative brings together health, Police, CPS and staff groups. The Anti-Violence Collaborative aims are to review the functions of the Obligatory Responses to Violence in Healthcare, promote awareness of the NHS Case Manger's Group, work with other public sector partnerships who may benefit from joining the collaborative, to positively support the criminal justice system, & to review the NHS and criminal justice data relating to violence and aggression events on staff. It was requested that the presentation provided would be circulated to the Welsh Partnership Forum. It was requested that a list of trade unions involved with the Anti-Violence Collaborative be circulated to the Welsh Partnership Forum.	ACTION – Rob Bailey to circulate presentation given by colleagues from the Anti-Violence Collaborative. ACTION – Rob Bailey to circulate list of trade unions involved in the Anti-Violence Collaborative.
8.	Local Partnership Forums Standardisation	Actions
	NH fed back TU colleagues' views on how Local Partnership Forums (LPF) in NHS Wales could be standardised. It was noted that the governance differs from one NHS Wales organisation to another. NH suggested developing a task and finish group to consider the standardisation of Local Partnership Forums. Some concern was expressed regarding time constraints on trade unions and employers. Suggestions regarding a standardised annual workplan for local partnership forums and a requirement for an annual report from the forums be produced in Aprill each year, as well as the potential for establishing a peer group for FPF leads were made to try and achieve some levels of consistency. Hywel Daniel (HD) agreed to discuss the issue of Local Partnership Forum standardisation with the Workforce Directors Group and report back to the Welsh Partnership Forum.	ACTION – Nicky Hughes to ask for nominations for a local partnership forum standardisation task and finish group. ACTION – Hywel Daniel to bring the issue of local partnership forum standardisation to the attention of the Workforce Directors Group and report back to WPF.
9.	The Compassionate Leadership Pledge & Leadership and Talent Update	Actions
	Helen Thomas, HEIW, gave a presentation on Culture, Leadership and Succession Planning. The presentation discussed compassionate leadership, compassionate cultures, compassionate teams, compassionate structures, compassionate policies and drivers & compassionate systems. The goal of the Compassionate Leadership Pledge is that by 2030, leaders in the health and care system will display collective and compassionate leadership. She also drew colleagues' attention to the offers that were available to assist in the gaining compassionate leadership pledge. There was a discussion regarding how NHS Wales could achieve the compassionate leadership pledge.	
10.	All Wales Flexible Working Policy	
	The Welsh Partnership Forum approved the All-Wales Flexible Working policy for issuing to the Service for implementation.	

11.	Audit of All Wales Policies Through an Anti-Racist Lens	Actions
	<p>Chris Dunn (CD) & Ele Hicks (EH), Diverse Cymru, provided an update on the audit of the Audit of the All Wales Policies Through an Anti-Racist Lens. A summary report had been shared and the full report will be shared with the full WPF when it is completed.</p> <p>There was a discussion regarding the summary report. Points were raised regarding the issue of conflation between religion and race and how unconscious bias can impact the interpretation of All Wales policies. One of the main points Diverse Cymru raised was that the majority of issues that had been raised related to the way that All Wales Policies were being implemented rather than with the policies themselves. There was a discussion regarding the potential for developing awareness sessions with NHS Wales organisations to support the implementation of policies with greater cultural sensitivity.</p> <p>Some points were made regarding a potential lower response rate in clinical workplace settings where there is a high percentage of workers from an overseas origin and where staff do not have access to NHS e-mails as part of their day-to-day work.</p>	<p>ACTION – Chris Dunn & Ele Hicks to share full report of the Audit of All Wales Policies Through and Anti-Racist Lens with the full WPF.</p>
12.	NHS Staff Council Update	Actions
	<p>NH provided a verbal update regarding the NHS Staff Council; NH noted a written update will be provided to future WPF meetings.</p> <p>NH stated NHS England and NHS Scotland are discussing the non-pay element of the NHS pay agreements. There will be changes to the NHS Staff Handbook in terms of home working, flexible working, and flexible retirement. There was a discussion at NHS Staff Council regarding pensions and the McCloud remedy. MSK guidance within the workplace has been agreed and is now available on the NHS Staff Council website. There was also a discussion with NHS Staff Council regarding developing a two-year plan regarding Reinforced Autoclaved Aerated Concrete (RAAC) asbestos.</p> <p>AM raised the issue of RIDDOR reporting with regards to Reinforced Autoclaved Aerated Concrete (RAAC) and asbestos.</p> <p>Sue Green (SG) stated she has developed a proposal on RIDDOR reporting and will provide this paper to the next Business Committee meeting.</p>	<p>ACTION – NHS Staff Council attendees to provide a written update following the NHS Staff Council at future WPF meetings.</p> <p>ACTION – Sue Green to provide RIDDOR report proposal to next Business Committee.</p>
13.	Business Committee Update	Actions
	This item was noted..	
14.	Medical & Dental Business Group Update	Actions
	This item was noted.SG advised colleagues that the Medical and Dental Business Group are working on developing a workplan.	
15.	Previous WPF Minutes & Actions	
	The minutes of the previous meeting were agreed, and all actions were complete.	
16.	AOB	
	Papers For the Full Welsh Partnership Forum	ACTION – Rob Bailey to circulate papers for the Full

<p>It was requested that papers for the Full Welsh Partnership Forum were circulated further in advance of the meeting. (Post meeting note – Meeting held between RM and AD to discuss practicalities and agree a way forward.)</p> <p>Respect & Resolution (R&R) Policy – Public Health Wales</p> <p>Richard Munn (RM) brought the issue of a claim that PHW had breached the R&R policy. SG offered to facilitate a discussion with RM and PHW colleagues regarding this issue.</p> <p>All Wales Disciplinary Policy – Cwm Taf Morgannwg</p> <p>Nathan Holman (NH) raised some concerns with regard to breaches of the All-Wales disciplinary policy in some organisations. Hywel Daniel (HD) offered to discuss any potential breaches of the policy within CTM UHB with NH.</p> <p>Redeployment issues - WAST</p> <p>NH raised an issue that staff were having difficulty gaining temporary redeployment in WAST. SG offered to discuss the issue with NH.</p> <p>Minimum Services Bill</p> <p>NH requested that the agreed position between the Welsh and UK Government encompasses all of NHS Wales and not just ambulance workers. Martin Mansfield (MM) agreed to take this request forward with the relevant officials.</p>	<p>Welsh Partnership Forum further in advance of future meetings.</p> <p>ACTION – Hywel Daniel and Nathan Holman to discuss any potential breaches of the All-Wales Disciplinary policy at CTM UHB with Nathan Holman.</p> <p>ACTION – Sue Green and Nathan Holman to meet, if required, regarding redeployment issue in WAST.</p> <p>ACTION – Martin Mansfield to take forward the request relating to the agreed position with regard to the Minimum Services Bill with the relevant officials.</p>
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Action Log

Action	Responsibility	Status	Due Date
ACTION – Emma Coles to circulate the update from Judith Paget regarding the current position to the members of the Welsh Partnership Forum (written updates to be provided in advance of future meetings). Partnership Forum.	Emma Coles	Complete	21/03/2024
ACTION – Emma Coles to provide information	Emma Coles	Not complete	21/03/2024

regarding trade union involvement in the MAG T&F group regarding structure of NHS Wales.			
ACTION – Tripartite leads to develop a narrative communication on progress for the milestone review to be held at the 19 December T&C Business Committee and cascaded within organisations and published on the Welsh Partnership Hub.	Tripartite leads	Complete	21/03/2024
ACTION – Rob Bailey to circulate presentation given by colleagues from the Anti-Violence Collaborative.	Rob Bailey	Complete	21/03/2024
ACTION – Rob Bailey to circulate list of trade unions involved in the Anti-Violence Collaborative.	Rob Bailey	Awaiting reply from Jonathan Webb	21/03/2024
ACTION – Nicky Hughes to ask for nominations for a local partnership forum standardisation task and finish group.	Nicky Hughes	Not complete	21/03/2024
ACTION – Hywel Daniel to bring the issue of local partnership forum standardisation to the attention of the Workforce Directors Group and report back to WPF.	Hywel Daniel	Complete	21/03/2024
ACTION – Chris Dunn & Ele Hicks to of All Wales	Chris Dunn & Ele Hicks	Complete	21/03/2024

Policies Through and Anti-Racist Lens with the full WPF. share full report of the Audit			
ACTION – NHS Staff Council attendees to provide a written update following the NHS Staff Council at future WPF meetings.	Nicky Hughes/Sue Green/Annie Jones	Complete	21/03/2024
ACTION – Sue Green to provide RIDDOR report proposal to next Business Committee.	Sue Green	This action has been delayed due to focus on delivery of the non-pay agreement and challenges to capacity in the team supporting the management of BMA industrial Action. Revised delivery date requested	29/03/2024 31/05/24
ACTION – Rob Bailey to circulate papers for the Full Welsh Partnership Forum further in advance of future meetings.	Rob Bailey	Complete – Papers sent out in W/C 4 March	21/03/2024
ACTION – Hywel Daniel and Nathan Holman to discuss any potential breaches of the All-Wales Disciplinary policy at CTM UHB with Nathan Holman.	Hywel Daniel	Complete	21/03/2024
ACTION –Sue Green and Nathan Holman to meet, if required, regarding redeployment issue in WAST.	Nathan Holman/Sue Green	Complete?	21/03/2024
ACTION – Martin Mansfield to take forward the request relating to the agreed position with regard to the Minimum	Martin Mansfield	Complete	21/03/2024

Services Bill with the relevant officials.			
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